



Re-imagining Indigenous Implementation Science and practice

Fidelitas Scientific Execution Facility
Summarized Strategic Plan 2020 – 2025

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Introduction and context – Background to Fidelitas

About the Fidelitas Scientific Execution Facility

Founding Board



Dr Juliet Kiguli (PHD)



Dr Paul Kyalimpa (PHD)



Mr. Christopher Malwadde (MBA)

- Established in 2020, initially as a community-based organization, Fidelitas is now registered as Company Limited by guarantee by a number of Ugandans committed to improving implementation and impact in Uganda
- A network for anyone with an interest in enhancing the uptake of research findings in human service practice and policy
- A go-to facility to decolonize implementation of development programs through indigenous implementation practice

Key stakeholders

- Communities
- Practitioners
- Policy makers
- Researchers
- Cultural and religious institutions
- Intermediary organizations
- Community Based organizations



The mindset of our partners on impact and quality implementation has changed substantially since Fidelitas started collaborations and partnerships

- Five organizations have changed their implementation strategies and are now rooted in religious and cultural institutions. These include Teso Initiative for peace, Mission spears, Foundation for AIDS orphaned children and Iteso cultural union.
- Fidelitas Facility lab has developed a project implementation financial model that helps implementers predict the extent to which the project will be successful or achieve its intended outcomes. It helps to identify and mitigate risks of project implementation and failure.
- Fidelitas Facility worked with Teso Initiative for peace and Iteso cultural union teams to develop a male engagement and family development model.



Introduction and context – Context and environment



SWOT – Summary of the Strengths, Weaknesses, Opportunities and Threats for the Fidelitas Facility

Strengths (of Fidelitas Facility, internally)

- Enthusiasm about implementation science, impact and implementation practice within Fidelitas Scientific Execution Facility
- Active and engaged Board
- The innovation lab carries out key duties to ensure smooth functioning
- People / members are willing to engage and interested in being involved in the Fidelitas
- Some internal infrastructure established (e.g. General Assembly, policies, staff, website, member communications)
- Some network building has been accomplished
- Fidelitas Board has a good reputation, and the all stakeholders appreciated our innovations

Weaknesses (of Fidelitas Facility, internally)

- Financial sustainability challenges of the Fidelitas facility is still limiting our scope.
- Is the Fidelitas Facility/Board innovative enough? (future oriented, able to push the field forward)
- Time restrictions of some Board Members
- Limited diversity at Board level
- A few structures are not entirely in place and development needs energy
- Current structure does not meet all stakeholder member needs (e.g., increased engagement)



SWOT – Summary of the Strengths, Weaknesses, Opportunities and Threats for Fidelitas Facility

Opportunities (in the external environment)

- Momentum building about implementation science and practice, and the value of implementation is becoming more visible across fields and disciplines in Uganda
- National / geographic implementation networks are developing in Uganda, providing opportunities for Fidelitas Facility to connect more with them
- Growing body of implementation knowledge and resources available, that could be shared / disseminated by Fidelitas
- There is a gap between the science and practice of implementation – Fidelitas Facility can help to reduce this gap
- Increase in funding opportunities for implementation, that could help support efforts of the Fidelitas
- Increase in education and training opportunities in implementation, that could be shared by Fidelitas

Threats (in the external environment)

- No common understanding in Uganda (and internationally) of what implementation is
- Lack of common terminology and language across Uganda, increasing the chances of people not being aware of relevant developments and resources
- The gap between implementation science and practice – the risk is that implementation science might become too rigorous
- Differences in knowledge about implementation work/ science/ practice between countries and groups
- Other networks might grow and Fidelitas could miss the opportunity to connect with them, or the role of Fidelitas could be too vague, less important
- Although funding opportunities for implementation in Uganda have increased, they are still inadequate



Introduction and context – Strategy development

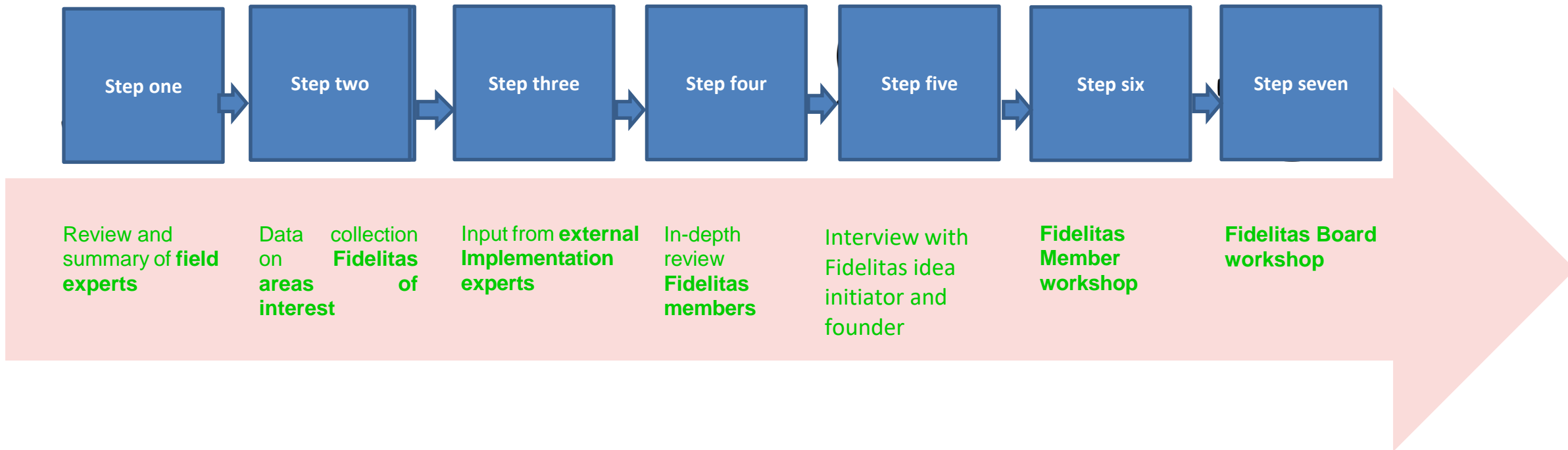
About the Fidelitas strategic plan



- When Fidelitas was established in 2020, the founders developed a number of governance and planning documents including:
 - Fidelitas Logic model outlining our vision, outcomes and planned activities
 - Fidelitas Articles and by-Laws (currently under revision, 2022)
 - Fidelitas website: <https://fidelitasscientific.org/>
- Since then, the Fidelitas Board has agreed an annual work programme
- This is the Fidelitas' first formal strategic plan.
- The following slide shows the process of how we developed this strategic plan



Strategy Development Process (Jan 2020 – Feb 2020)





Fidelitas Facility progress since its formation

The following slides identify the progress by Fidelitas against each of the original goals identified for Fidelitas in 2020. The boxes highlight examples that best illustrate these contributions.



Goal 1: Build an indigenous implementation science and practice infrastructure and facilitate impact

- Fidelitas has regularly **communicated with members**, engaging with individuals interested in the field of implementation and connecting with new stakeholders.
- Fidelitas has facilitated **networking opportunities** for partner organizations, individuals and networks from countries throughout Uganda and around the world.
- Fidelitas has built and currently maintains the Fidelitas website, which currently contains valuable **Teso-specific resources** to support the implementation science knowledge base.

Fidelitas highlights

- Monthly communication with members via Fidelitas newsletters, more regular communication
- In 2020, Fidelitas circulated 14 newsletters
- Development of Fidelitas website
- Development of Etesot father male engagement model



Goal 2: Development implementation practice knowledge and implement at scale

- Fidelitas has developed and shared a **Ugandan knowledge base** to increase awareness of implementation science, provide learning opportunities and promote the **professionalization** of implementation practice, through established relationships in Uganda and internationally and through contributions to events (training, webinars, conferences).
 - Fidelitas has contributed to developing a **Ugandan perspective** on implementation science through contributing to Ugandan-relevant papers and publications, Ugandan projects and conferences.
 - Fidelitas has trained implementation stakeholders as a way of supporting knowledge sharing in the field of implementation in Uganda.

Fidelitas highlights

- Fidelitas Chair and Board members represent Fidelitas at external meetings
- Fidelitas is a member of the global implementation science network
- Fidelitas developed a framework for spreading impact i.e. E-A-S-T framework that supports scale-up of impact



Goal 3: Building implementation capacity within Uganda by supporting the use of implementation resources

- Fidelitas has increased awareness of implementation science and practice at regional (North-Eastern) and we are having inroads at the National level.
- Fidelitas has published resources (knowledge products and think pieces) on their website independently and in collaboration with other organizations like Teso Initiative for Peace related to support Africentric implementation practice.
- Fidelitas has developed relationships with high-level organizational leaders, cultural leaders and religious institutions, to help strengthen networks between social system components and bring implementation science and practice into decision-making at practice level.





Fidelitas strategy 2020-2025 – Our vision



Vision: A visible and sustainable transformation in human wellbeing of all Ugandans and Africans.

Mission: Develop a connected community movement of religio-cultural institutions, development practitioners, researchers and government through collective design and implementation to catalyze systemic change for sustainable development programs

- Our vision and mission statements articulate the **vision we, the Fidelitas Scientific Execution Facility, have for the world of implementation** in Uganda and across the region.
- The vision statement is our **long-term ambition** which we aim to **achieve collaboratively**.
- The **goals and activities** as set out by the Fidelitas Facility are **designed to lead towards this vision**.
- Our vision statement aims to draw a visionary image of the future of the Ugandan implementation community while promoting **inclusivity and equity** as core values.



Fidelitas strategy 2022-2026

Our strategic objectives



Our strategic objectives

Objective one:

To provide implementation science expertise and be the “go to and/or journey with organization “for knowledge and resources on implementation science research and practice.

Objective two:

To connect individuals, groups, networks and organizations and contribute to reducing the implementation science – practice gap.

Objective three:

To promote equity and co-production in implementation science and practice among implementation stake holders.

Objective four:

To build individual and collective agency in implementation for sustainable development outcomes through spreading impact widely.

Objective five:

To promote and generate evidence on impactful indigenous knowledge and undocumented Africentric practices and solutions.

Objective six:

To collaborate with organizations, networks and groups to nurture an Africentric movement on implementation science and practice.

Objective seven:

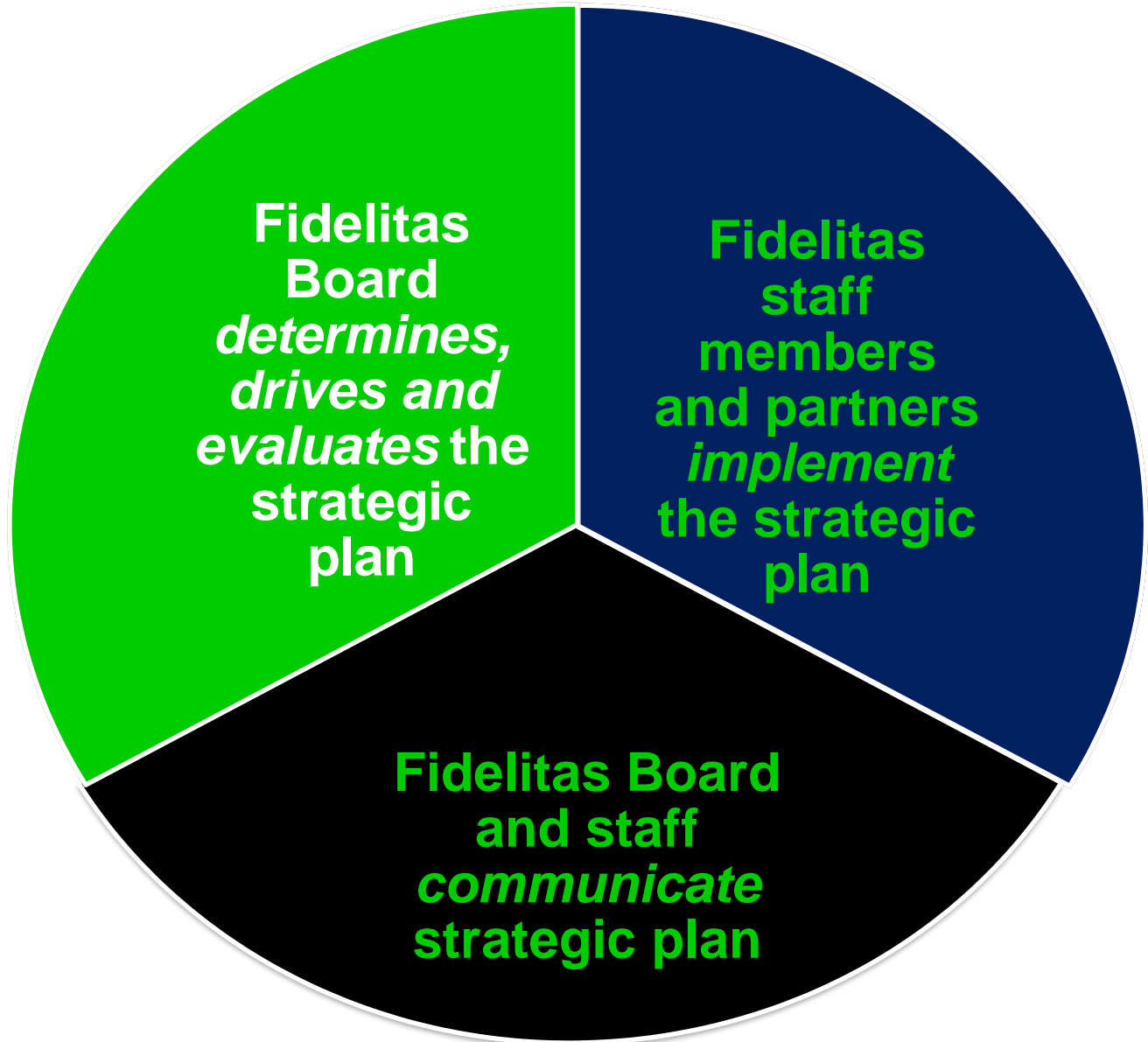
To provide technical assistance to other NGOs, Universities and Government department area of implementation Science and research.



Implementing the Strategic Plan



Implementing the Fidelitas Facility's Strategic Plan





We are building a body and movement of implementation science in Uganda. Let us know how you would like to partner, collaborate or support this effort.

Email us at info@fidelitasscientific.org

Contact the CEO: jodolon@fidelitasscientific.org

Fidelitas website <https://fidelitasscientific.org/>